



# **Growth and Equity Concerns in Indian Economy and Society**

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National Seminar on  
**“Challenges and Opportunities for  
Indian Muslims”**

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# ***Diversity Within***

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# Per cent Muslim Population

Employment

Education

Demography

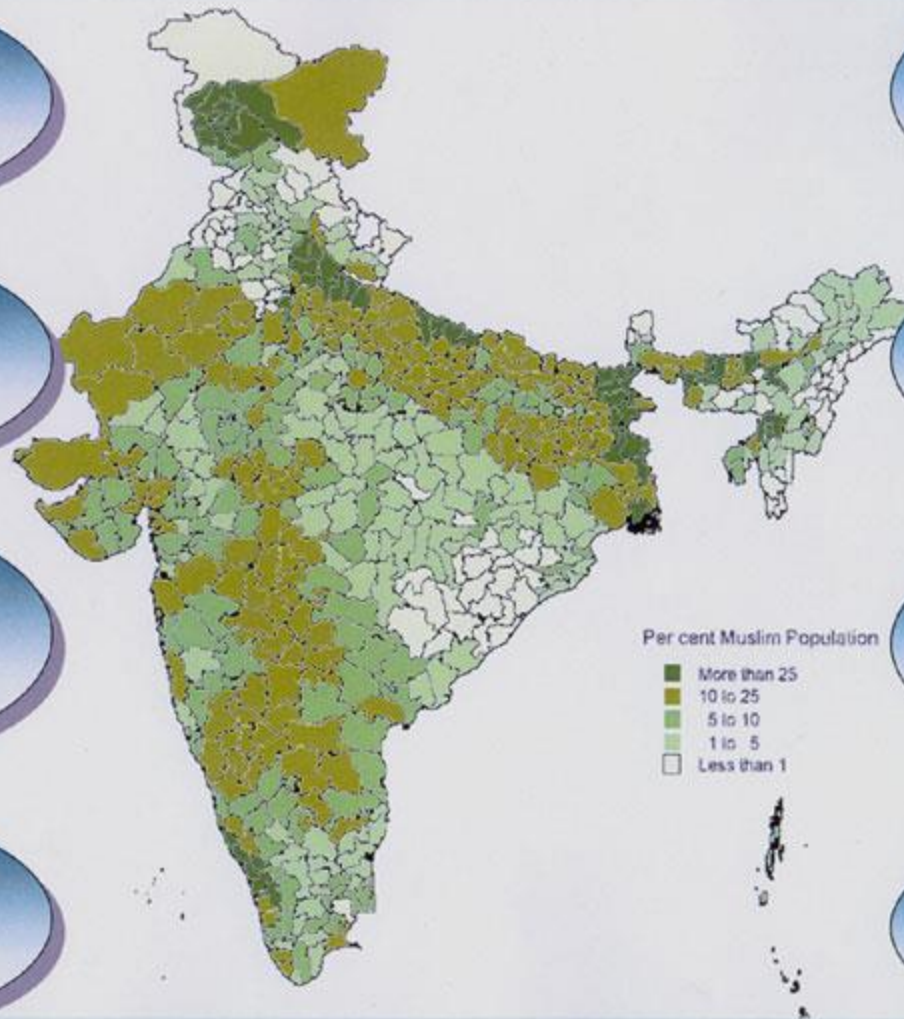
Public  
Employment

Banking

Poverty

Infrastructure

What Next?



# Provisions that Enhances Capabilities & Empower Communities

- Political structures and Governance - Constitutional Guarantees
- Institutional development through formation of civil society organizations and VAs
- Market mechanism and Public-Private partnerships - Social Commitment

## **Selected Provisions favouring Muslims**

- Article 30 to establish Minority education Institutions
- Maintain and develop AWAQAF properties
- National and State Minority Commissions
- National and State Minority Development Corporations
- Maulana Azad Educational Foundation
- Public support for performance of Haj
- Modernization of madarasas
- Aligarh Muslim University
- Muslim Personal Laws for family, marriage and inheritance

## Communities Will Benefit

- Establish individual/family based business and enterprising activities across rural and urban spaces (SSIs, micro-enterprises)
- Establish occupation/group based business and enterprising activities cross India
- Charting out localized Poverty Alleviation Strategies

## **Institutional Mechanisms that Promote Democratic Participation**

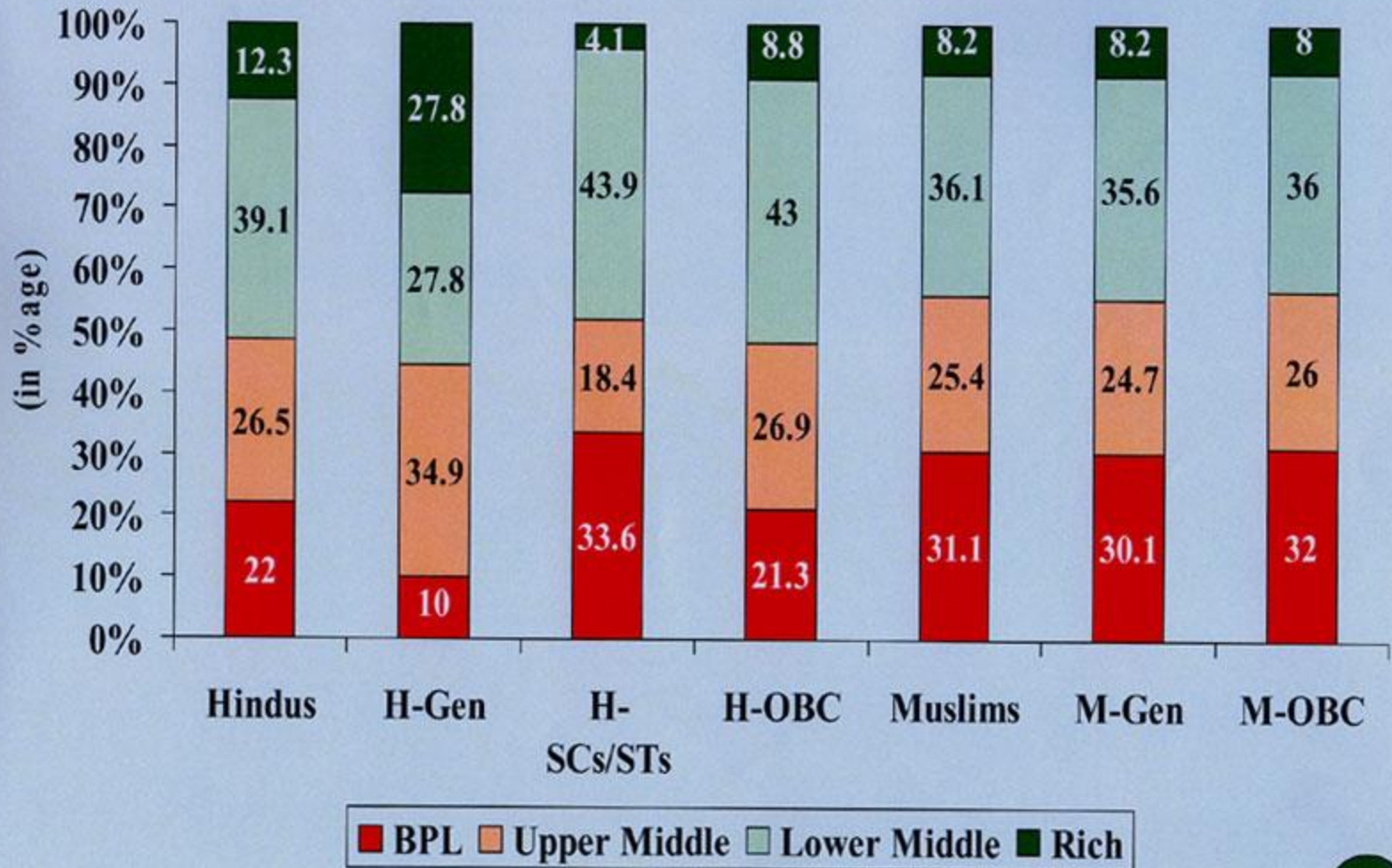
- National Parliament and State Legislatures
- Self-governance through 73rd (PRI) and 74th (ULB) Constitutional Amendments
- Civil Society activities through the enabling provisions of Central and State Co-operative Acts
- Self-Help Groups (SHGs) to address local and proximate income generating issues
- Employment Guarantee Scheme-2006 meant to sustain consumption levels and ward off seasonal adverse impacts

## **Institutional Mechanisms for Transparency and Grievances**

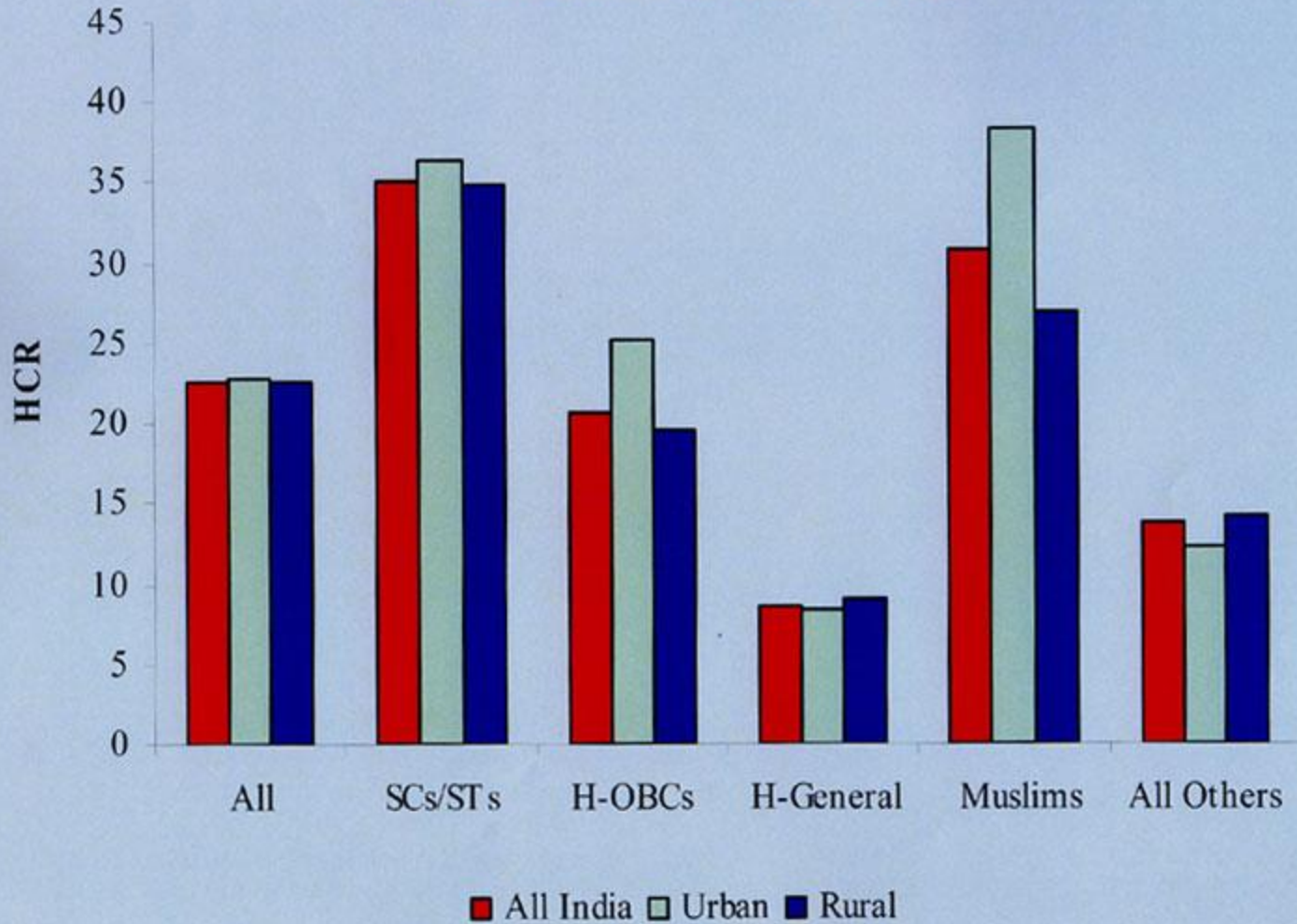
- Right to Information -2005
- National Legal Aid Authority, Consumer Courts
- Provision to lodge a FIRs in language known to victims
- Adequate presence in police and security agencies
- Data Bank / Assessment and Monitoring Authority
- Equal Opportunity Commission



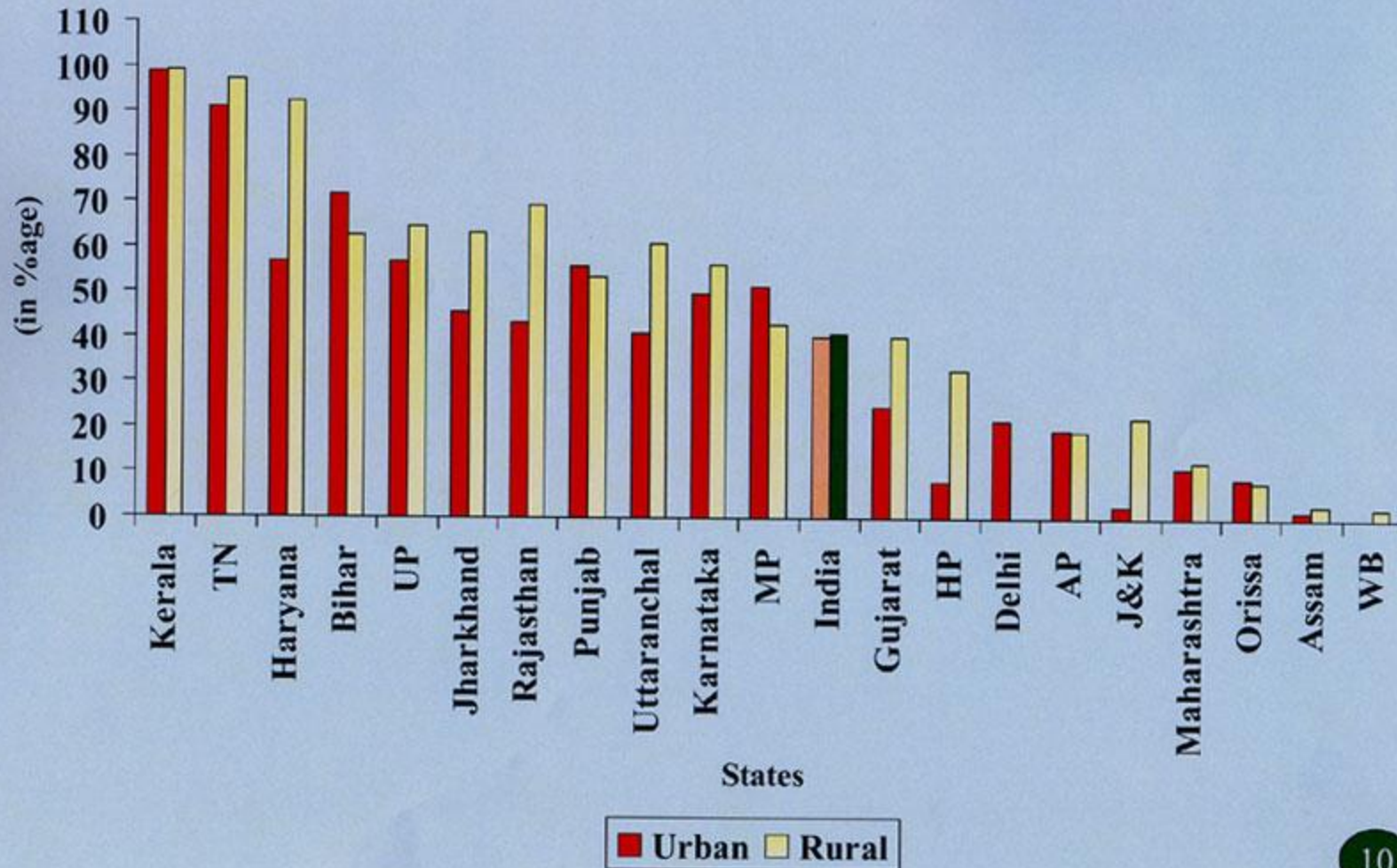
## Distribution by Levels of Living



## HCRs by Place of Residence and SRCs: 2004-05



## Diversity within Muslims (Self-reported OBCs)



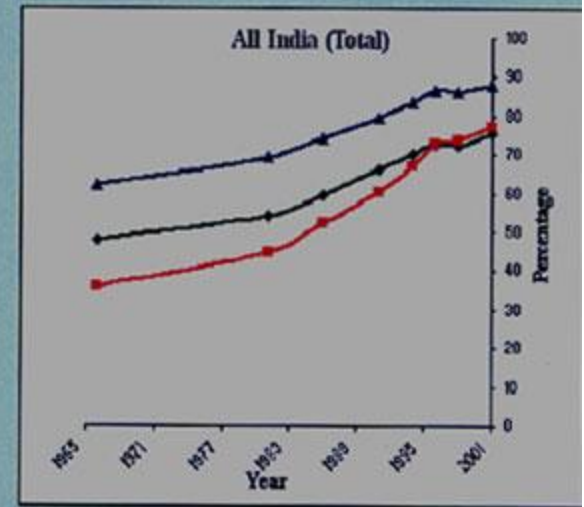
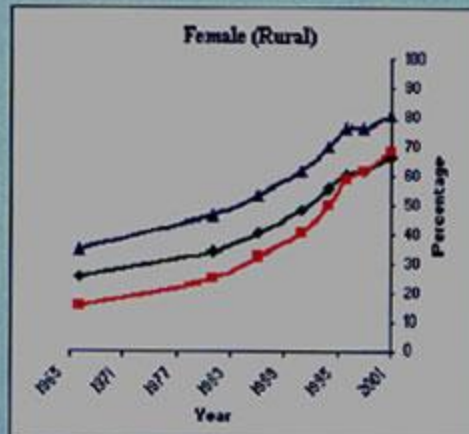
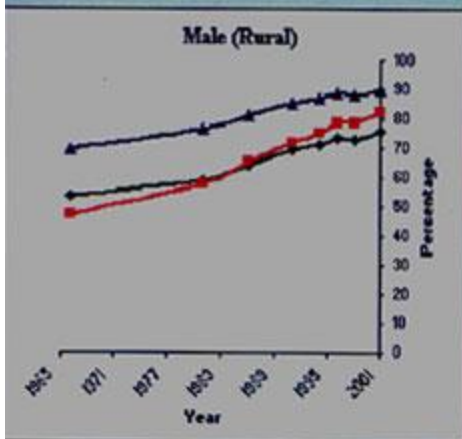
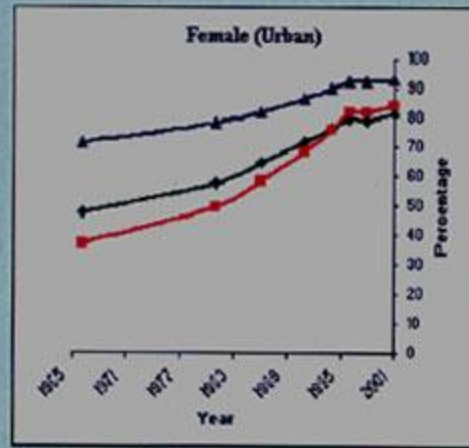
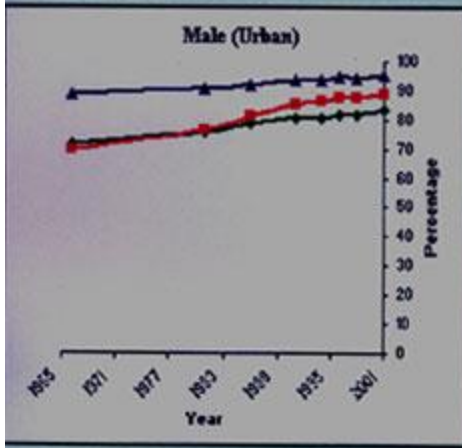
## **Internal Differentiation within the Muslim Community**

- Overall conditions of Hindu-OBCs better than those of Muslim-general
- Conditions of Muslim-general better than Muslim OBCs

# ***Educational Transition***

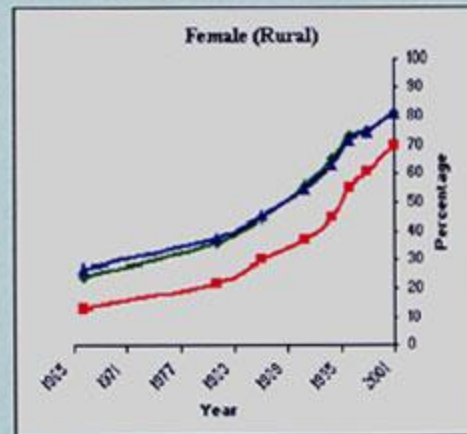
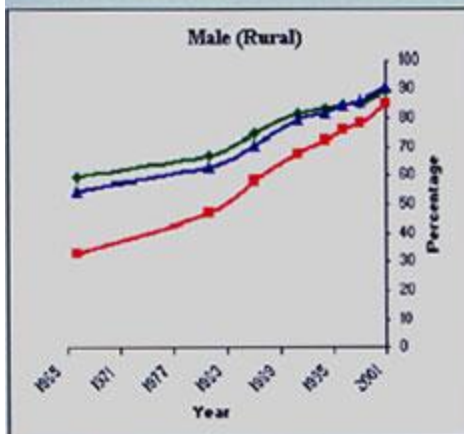
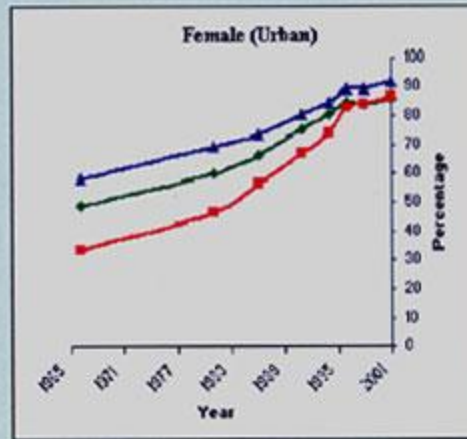
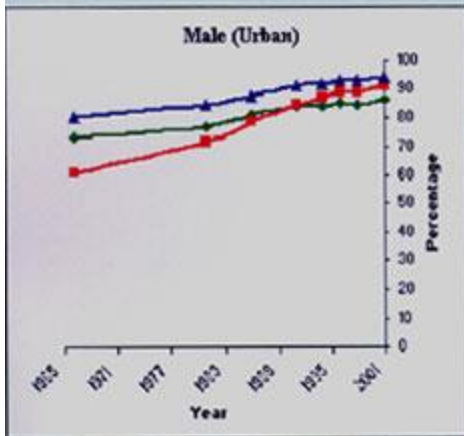
# Change in Literacy Over Years All India

—●— Muslim —■— SCs/STs —▲— All Others

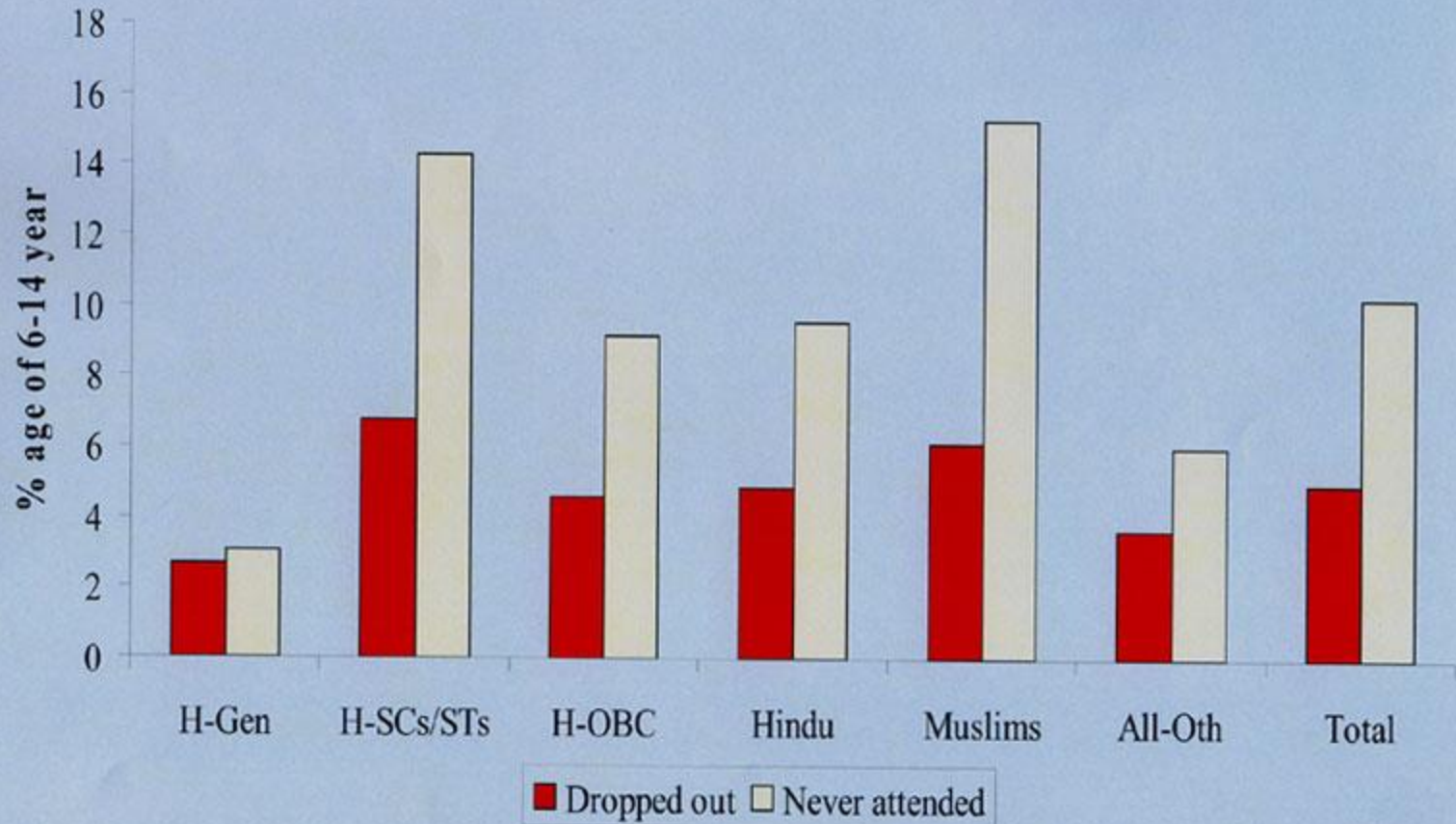


# Change in Literacy Over Years Andhra Pradesh

— Muslim — SCs/STs — All Others

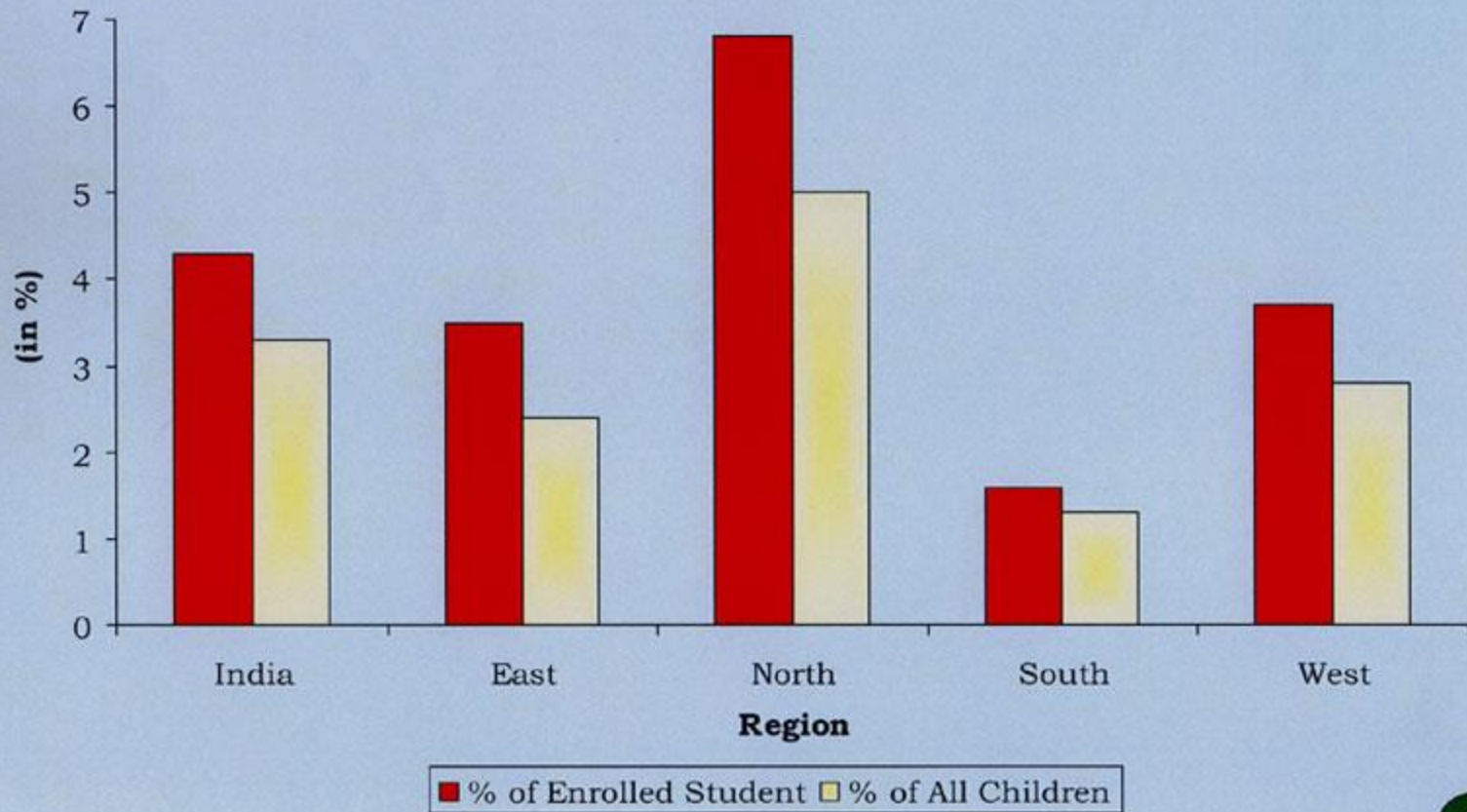


## Incidence of Never Attended & Drop-Outs



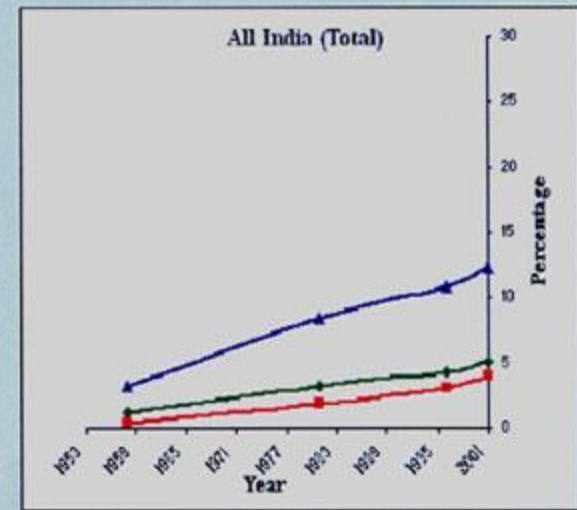
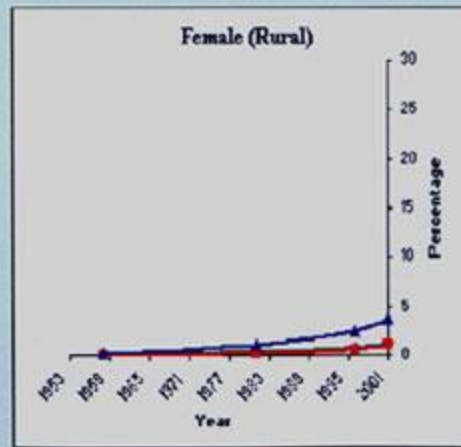
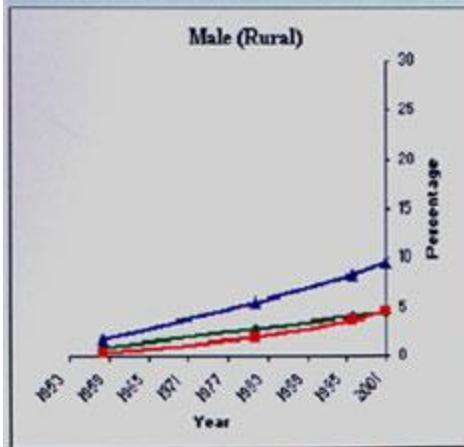
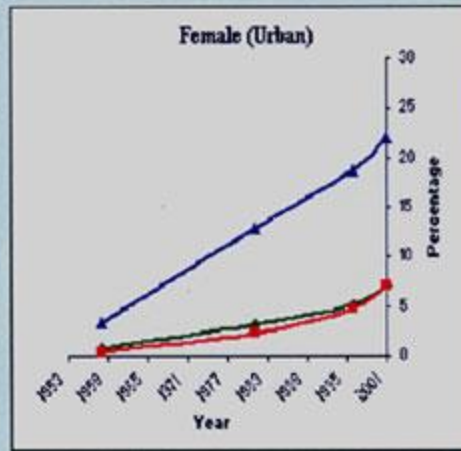
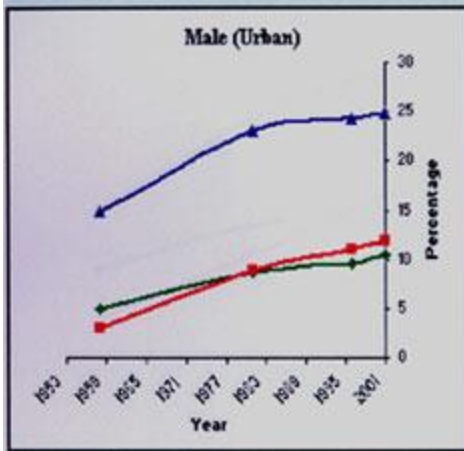


# Madarsa going Muslim Students NCAER-2004 Data



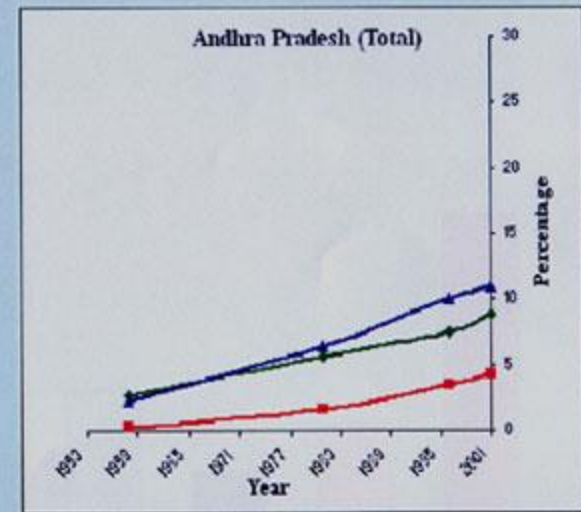
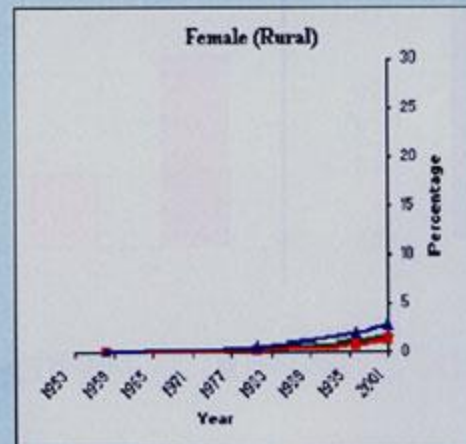
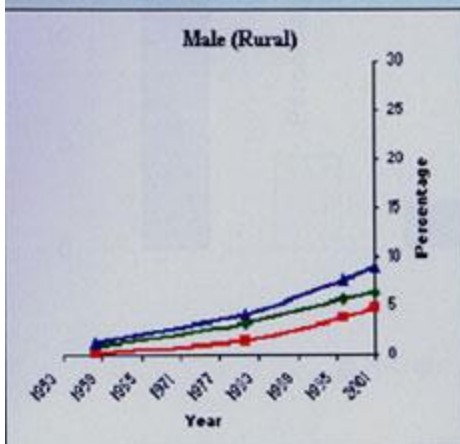
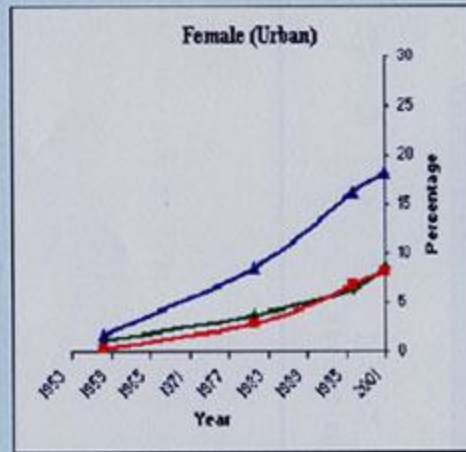
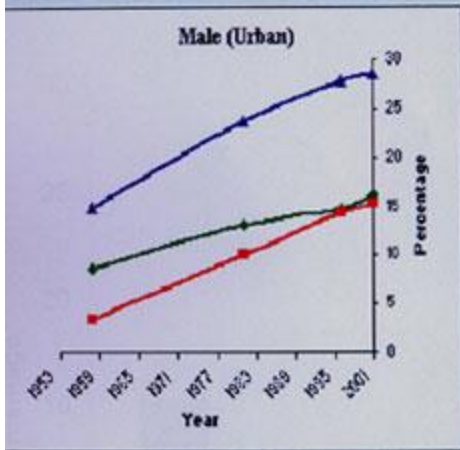
# Level of Graduation over Years All India

— Muslim — SCs/STs — All Others



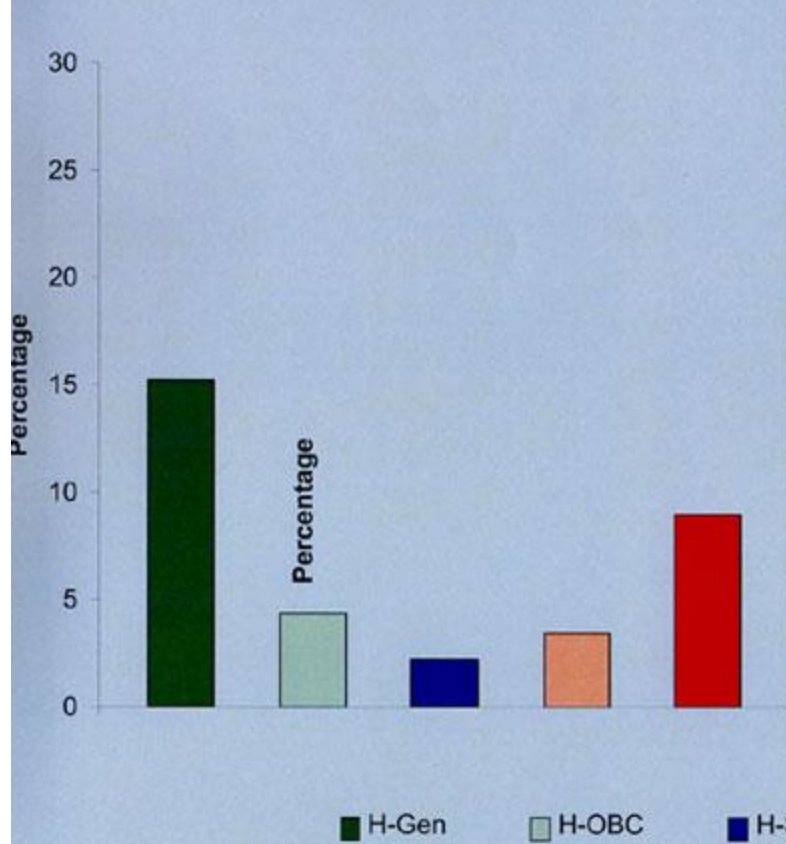
# Level of Graduation Over Years Andhra Pradesh

— Muslim — SCs/STs — All Others

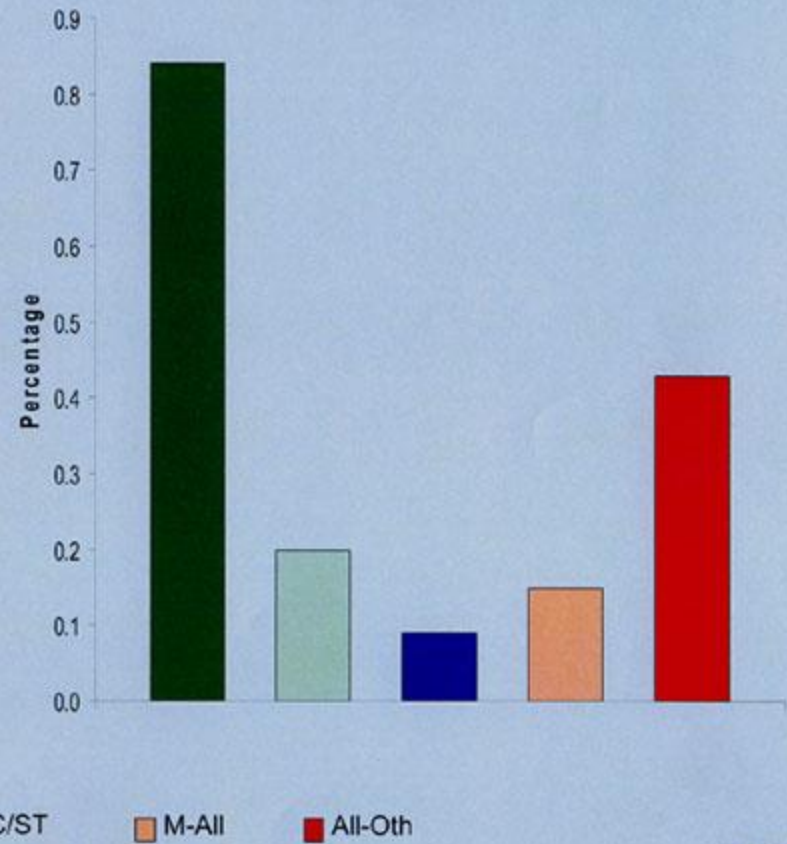


# Graduates: 2004-05

Graduates + as Percentage of 20+ Population: 2004-05



Technical Graduates as percentage of 20+ Population 2004-05

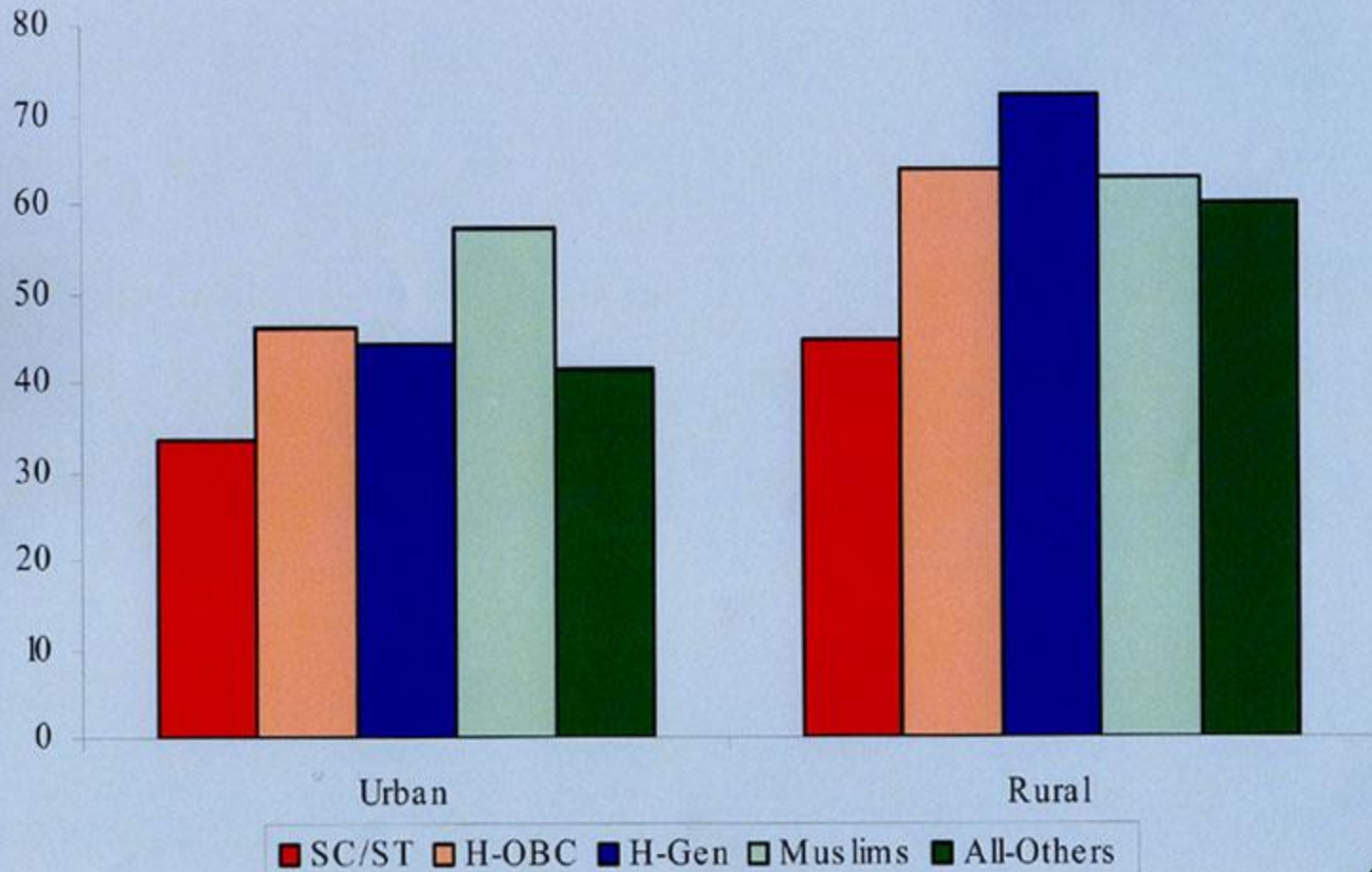


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# ***Employment Profile***

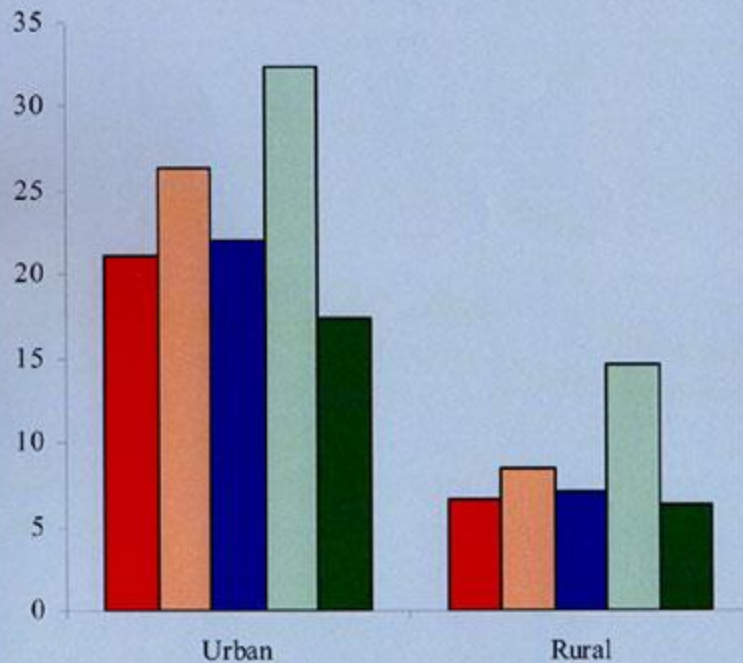
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## Share of Self Employed Workers in each SRC

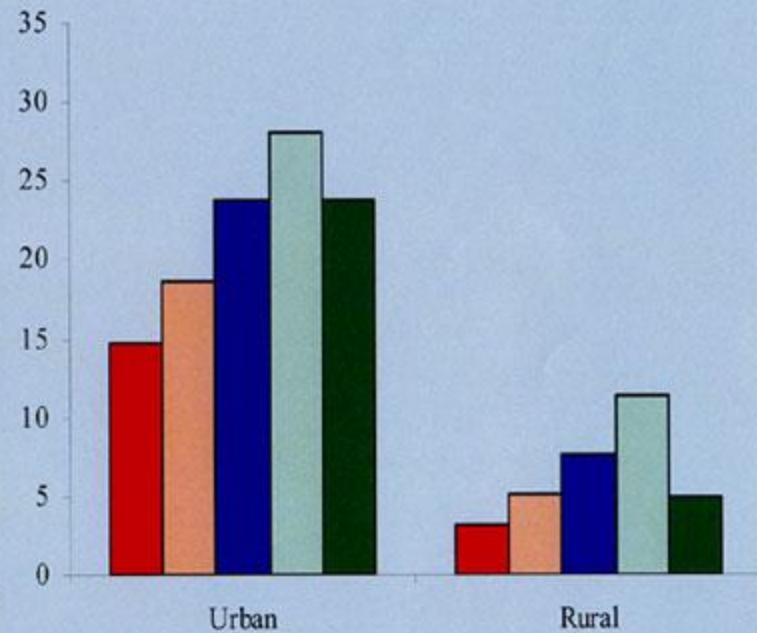


# Share of Workers in Manufacturing and Trade: 2004-05

Manufacturing Industries



Trade



■ SCs/STs

■ H-OBCs

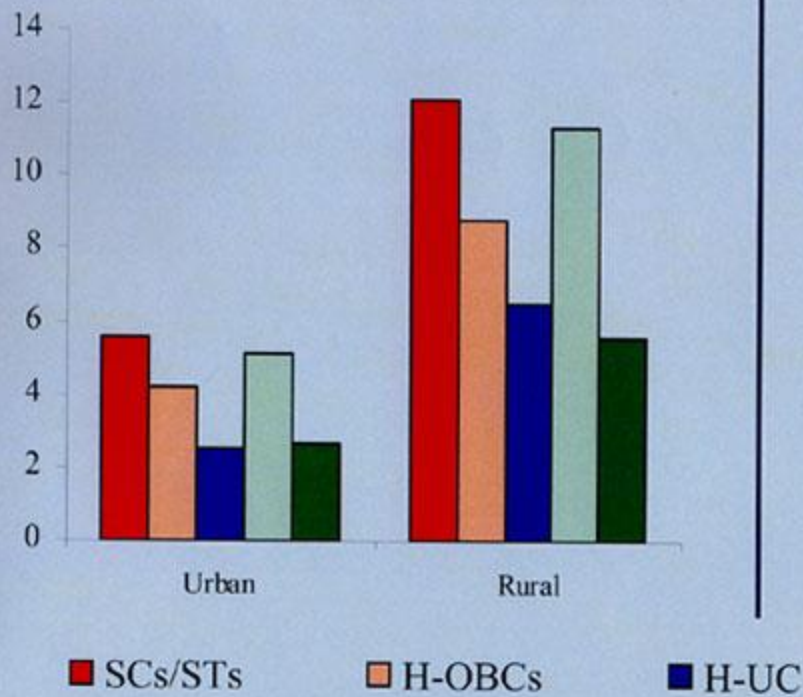
■ H-UC

■ Muslims

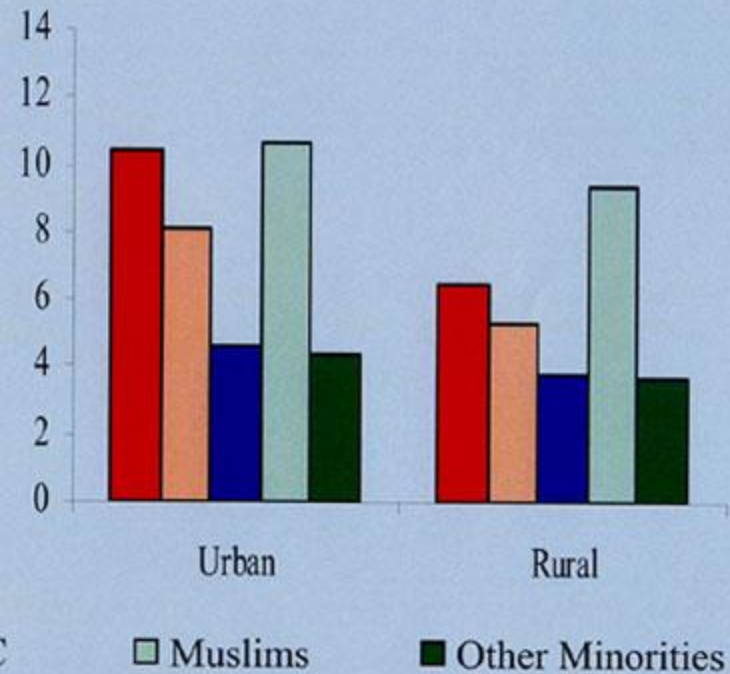
■ Other Minorities

## Share of Workers in each SRC according to Location of Work

### Working with No Fixed Place

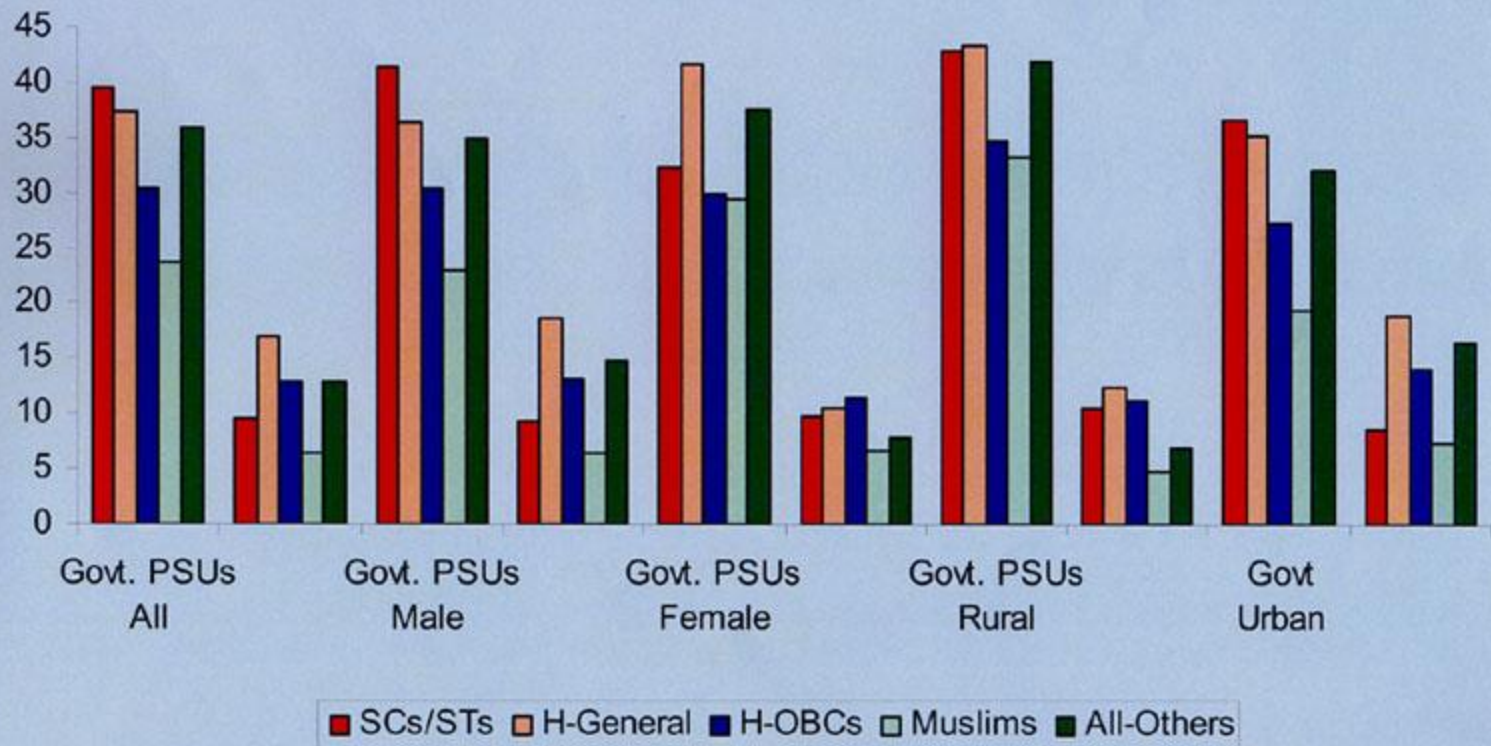


### Working on Street





## Share of Regular Workers in Government Sector and in Large Private Enterprises, 2004-05



## Muslim Employees in Government Sector Employment

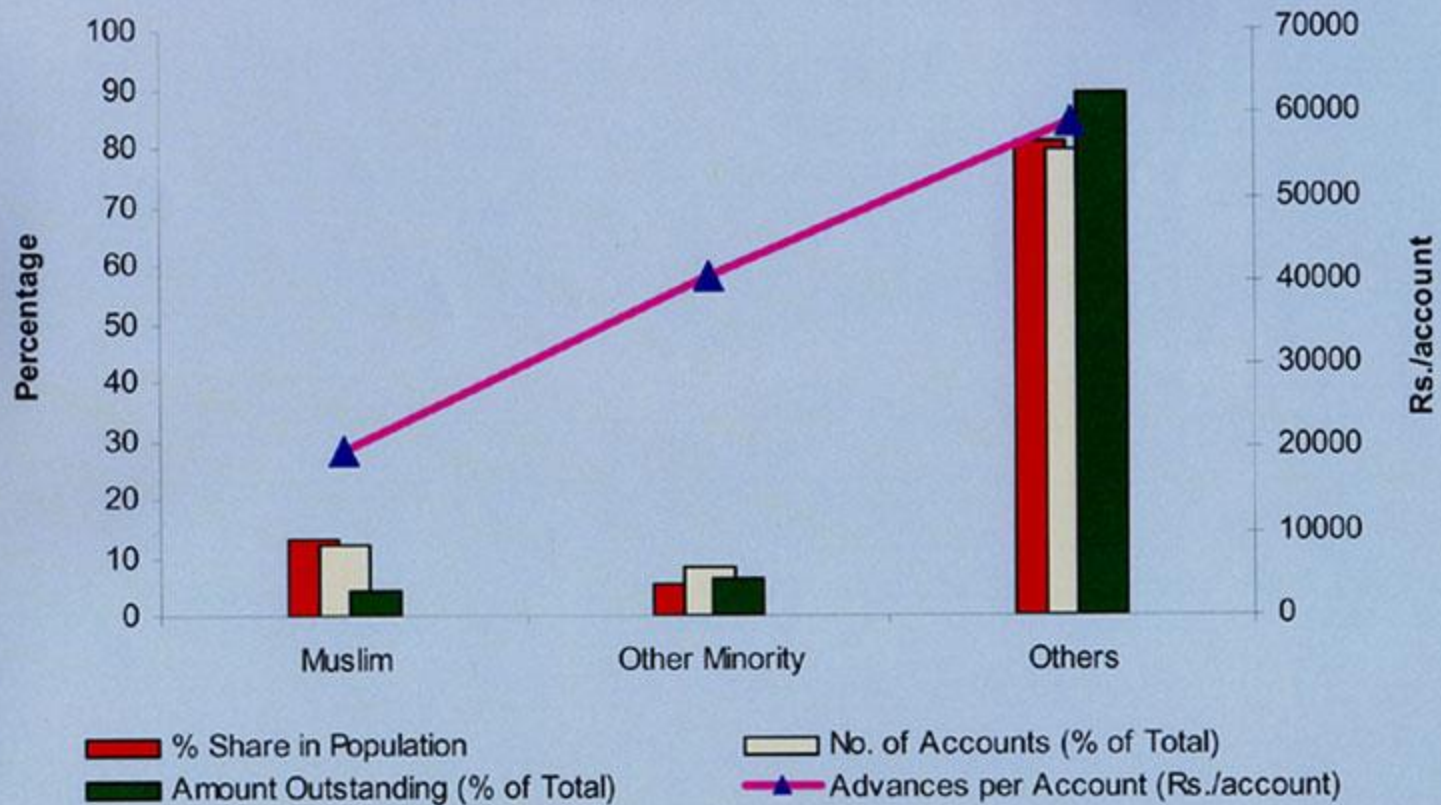
Departments/Institutions Reporting	Reported No. of Employees	Reported number of Muslim Employees	Muslims as % to reported Employees
State Level - Departments	4452851	278385	6.3
Railways	1418747	64066	4.5
Banks and RBI	680833	15030	2.2
Security Agencies*	1879134	60517	3.2
Postal Service	275841	13759	5.0
Universities**	137263	6416	4.7
<b>All Reported Government Employment (Excludes PSUs)</b>	<b>8844669</b>	<b>438173</b>	<b>4.9</b>
Central PSUs***	687512	22387	3.3
States PSUs	745271	80661	10.8
<b>All PSUs</b>	<b>1432783</b>	<b>103048</b>	<b>7.2</b>

## Share of Muslims in State Level Employment

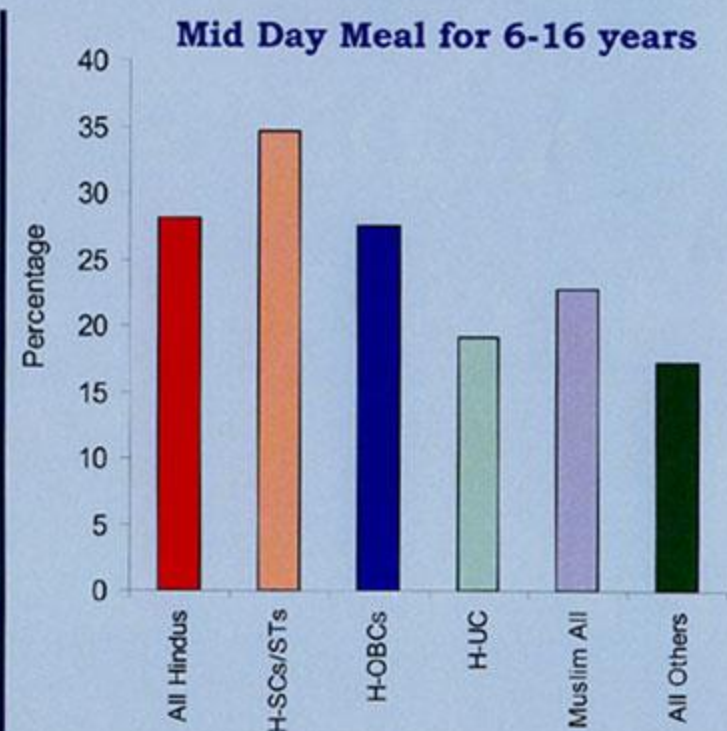
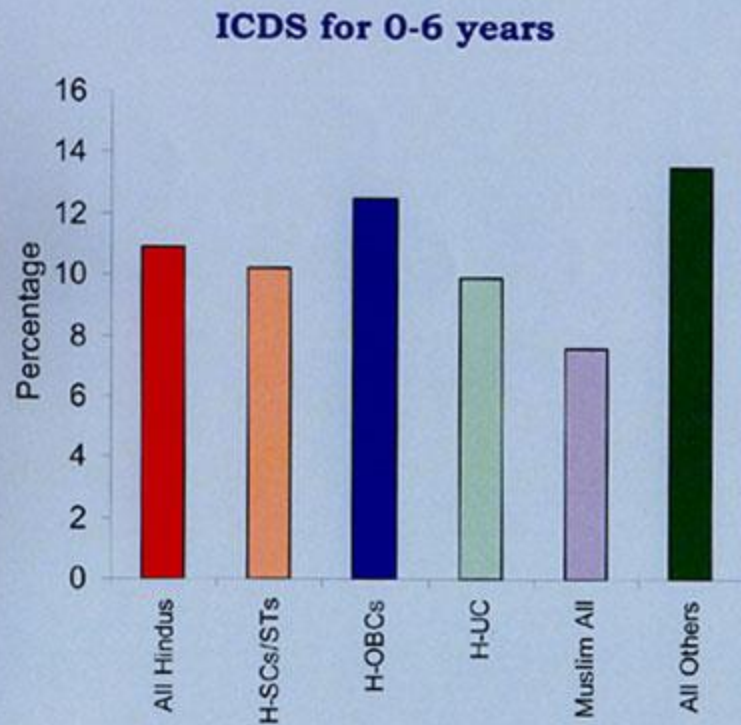
States	% Muslim Population	% Share of Muslims in State Employment
West Bengal (135)	25.2	2.1
Kerala (269)	24.7	10.4
Uttar Pradesh (134)	18.5	5.1
Bihar (78)	16.5	7.6
Assam (81)	30.9	11.2
Jharkhand (15)	13.8	6.7
Karnataka (528)	12.2	8.5
Delhi (136)	11.7	3.2
Maharashtra (916)	10.6	4.4
Andhra Pradesh (876)	9.2	8.8
Gujarat (755)	9.1	5.4
Tamil Nadu (530)	5.6	3.2
<b>Sum of States (4453)</b>	<b>15.4</b>	<b>6.3</b>

**Note:** Figures in parenthesis are No. of state employees in ('000)

# All Districts - Public Sector Banks

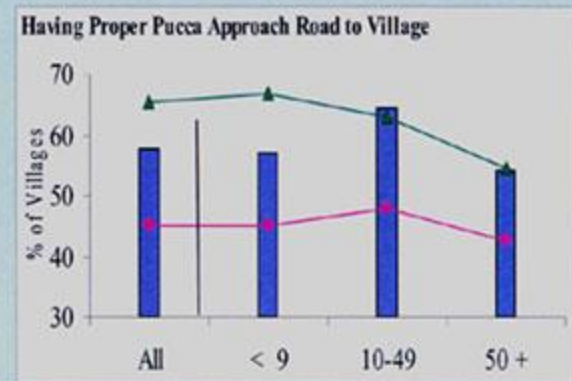
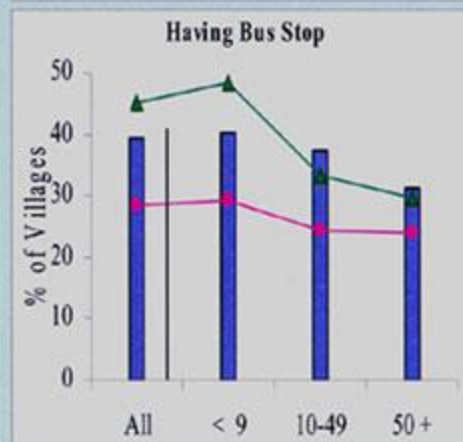
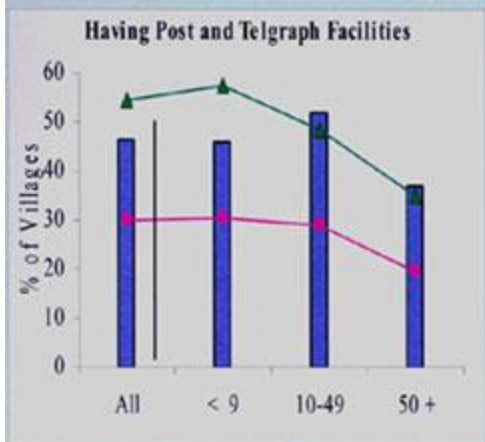
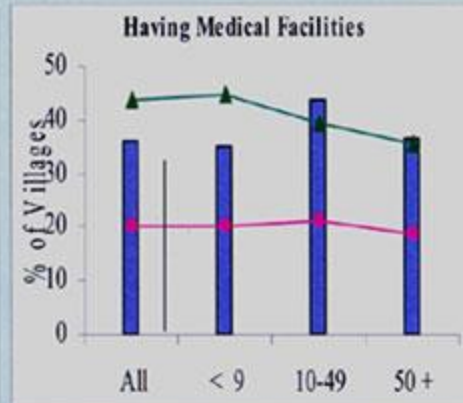
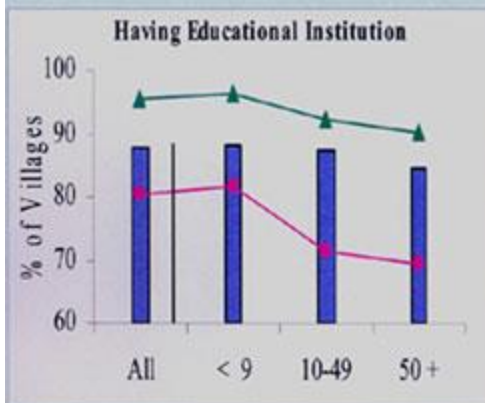


## Percentage coverage of the ICDS (0-6 yrs) and Mid-day Meal (6-16 yrs)



# Amenities within Villages, India

## Share of Muslim Population within Village



■ All Villages    
 ● < 1000 Population    
 ▲ 1000-2000 Population

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# ***Recommendations Highlights***

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## Recommendations

- Inclusiveness should be corner stone for any policy initiative
- Need to enhance diversity in work, educational and residential, spaces
- Equity reduces the sense of discrimination



## Recommendations: General Policy Perspectives

- Equal Opportunities Commission (EOC)
  - ⇒ Reassure underprivileged, especially minorities, that discrimination would be dealt with expeditiously
- National Data Bank (NDB) for Socio-Religious Communities
  - ⇒ Data from all levels beginning with the *panchayats*
  - ⇒ Repository of data should be publicly available (Autonomous body)
- Independent 'Assessment and Monitoring Authority' (AMA)
  - ⇒ Ensure participation of all disadvantaged SRCs

## Recommendation: General

- Enhance participation in Governance
- Nominations in local level bodies (AP experience)
- Rationalize delimitation procedures
- Enhance Diversity – evolve an acceptable, transparent diversity index
- Link incentives for educational institutions, private sector, builders etc. with diversity index
- Facilitate creation of common public spaces for interaction among SRCs

## Recommendations: Education

- Along with merit incorporate backwardness criteria for admissions in colleges and universities – income, backward region and backward class (occupation and caste)
- Reduce pre-qualification of ITI to VIII standard and create more “market friendly” courses
- Respect diversity in school textbooks and purge elements that create biases against diversity

## **Recommendations: Madarsa**

- Facilitate Madarsa educated youth to come into the mainstream – equivalence, eligibility for entrance exams, modernization Hostels and boarding houses in towns, especially for girls

## Recommendations: Banking

- Enhance credit flows in normal banking system
- Information on the regional distribution of loans given by banks in a city/region (problems relating to redlining)
- Enhance participation of Muslims in Micro-credit

## Recommendations: Employment

- Efforts to enhance employment in the public sector
  - ⇒ Selection committees to include Muslims?
  - ⇒ Equal opportunities employer – encourage certain SRCs to apply especially for jobs that involve public dealing – teachers, health staff, police
- Encourage/support initiatives that combine artisanal and traditional skills with modern management, technology and market
  - ⇒ Focus on occupations where Muslims are concentrated and which have growth prospects
  - ⇒ Focus on areas and industrial where Muslims are concentrated
- Sensitization of public staff for service/infrastructure provision

# ***Strategic Policy Shifts***

# Strategic Policy Instruments

- Address social exclusion and improve diversity through policy instruments.
- Sensitivity amongst the Public functionaries
- Government Advertisements to carry :
  - “Government of India is an Equal Opportunity Employer”
  - “Muslims and other minorities are encouraged to apply”
- This is not a promise that the job is given, yet motivates reluctant Muslim applicants who are currently near to none.
- Transparency in recruitment: Publish numbers employed according to SRCs
- Number applied and those selected should be made public
- Ensure presence of Muslims in class 3 and class 4 employment as per the share of population in a state.



## What can the Muslim Community do

- Promote importance of modern and scientific education amongst all sections of the society
- Create legal provisions and incentives so as to enable Muslim Women acquire independent and joint Property Rights.
- Dowry has become a social evil of immense magnitude amongst all communities. This needs to be addressed.
- Promote importance of protecting public property, community infrastructure and place of worship of all religions and castes.
- Promote sense of citizenship and patriotism by enabling school children to participate in mainstream national functions, and events of national importance

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***Thank You***

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